# 1. Aims

This policy aims to:

* Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
* Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
* Clarify our expectations for school uniform

# 2. Our school’s legal duties under the Equality Act 2010

The [Equality Act 2010](https://www.legislation.gov.uk/ukpga/2010/15/contents) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

* Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
* Make sure that our uniform costs the same for all pupils
* Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
* Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
* Allow pupils to request changes to swimwear for religious reasons
* Allow pupils to wear headscarves and other religious or cultural symbols
* Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch via admin@baguleyhall.manchester.sch.uk so the right person can respond to questions about the policy and respond to any requests

# 3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) from the Department for Education on the cost of school uniform.

We will make sure our uniform:

* Is available at a reasonable cost
* Provides the best value for money for parents/carers

We will do this by:

* Not insisting on the wearing of any branded item.
* Limiting any items with distinctive characteristics
* Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
* Keeping the number of optional branded items to a minimum, so that the school’s uniform can act as a social leveller
* Avoiding different uniform requirements for different year/class/house groups
* Avoiding different uniform requirements for extra-curricular activities
* Making sure that arrangements are in place for parents to acquire second-hand uniform items
* Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
* Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

# 4. Expectations for school uniform

4.1 Our school’s uniform options

* School sweatshirt/cardigan (available at cost from the office)
* White polo shirt
* Grey or black trousers/leggings/jogging bottoms; skirt/pinafore.
* Sensible black shoes or trainers (all black including soles)
* Waterproof coat

**P.E. Kit - required for gymnastics**

* Black or blue shorts
* White T shirt

The following items are considered unsuitable for school

* Earrings. (1 stud permissible in each ear)
* Jewellery
* Mobile phones
* Heeled shoes
* Nail varnish
* Coats with face masks.
* Hair tattoos – designs shaved into hair

4.2 Where to purchase uniform

* + School branded bookbags, sweatshirts, cardigans and fleeces are available at cost from the school via the website.
	+ Non branded items of the above are acceptable and are widely available at competitive prices from clothes stores and supermarkets
	+ All other required items are widely available at competitive prices from clothes stores and supermarkets

# 5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

* On the school premises
* Travelling to and from school
* At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact The Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

* Clean
* Clearly labelled with the child’s name
* In good condition

Parents are also expected to contact The Headteacher if they want to request an amendment to the uniform policy in relation to:

* Their child’s protected characteristics
* The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

* Resolved locally
* Dealt with in accordance with our school’s complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply and offer support if financial considerations are the issue, but will follow up with the headteacher if the situation doesn’t improve.

5.4 Governors

The governing board will review this policy and make sure that it:

* Is appropriate for our school’s context
* Is implemented fairly across the school
* Takes into account the views of parents and pupils
* Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school’s uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

# 6. Links to other policies

This policy is linked to our:

* Behaviour policy
* Equality information and objectives statement
* Anti-bullying policy
* Complaints policy